

AUCKLAND (TWENTY-ONE MILE RADIUS) BUTCHERS—AWARD

In the Court of Arbitration of New Zealand, Northern Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Northern (except Gisborne) Butchers', Smallgoods and Bacon Factory Employees Industrial Union of Workers (hereinafter called "the union") and the undermentioned unions and companies (hereinafter called "the employers"):

Auckland Provincial Master Butchers Industrial Union of Employers, 12 O'Connell Street, Auckland.

Auckland Butchers (Multiple Shops) Industrial Union of Employers, 12 O'Connell Street, Auckland.

Foodtown Supermarket Ltd., 628-638 Great South Road, Otahuhu.

Woolworths N.Z. Ltd., 11 Lorne Street, Auckland.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 130 of the Industrial Conciliation and Arbitration Act 1954, doth hereby order and award:

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the Schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the Schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided and shall continue in force until the 18th day of November 1966 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 30th day of June 1965.

[L.S.]

A. P. BLAIR, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to the industry of butchers both in its wholesale and in its retail branches. The industry shall include the business of preparing and supplying for public consumption meat cooked or uncooked, the manufacture and sale of smallgoods, the businesses carried on by pork butchers and smallgoods and delicatessen factories and shops. It shall apply to freezing companies only in respect of the manufacture of smallgoods and the supply of meat to the general public at their retail shops including those shops forming part of the same premises as freezing works.

And it shall also apply to all shops of any description in respect to the sale in them of fresh, frozen, or chilled meat: Provided that nothing in this award shall apply to workers employed in the bacon-curing industry as provided for in the Northern Industrial District Bacon Workers' Award.

Hours of Work

2. The ordinary hours of work shall not exceed 40 per week, and shall be worked as follows:

(a) For butchers' assistants:

- (i) In the Auckland Meat Company's shop, Wakefield Street; R. and W. Hellaby's shop, Quay Street; and the Hydra Bacon and Meat Company's shop, College Hill: Mondays to Thursdays (inclusive), from 7.15 a.m. to 4 p.m.; Fridays, 6.30 a.m. to 5 p.m.
- (ii) In all other butchers' shops: Mondays to Thursdays (inclusive), 7.45 a.m. to 4.30 p.m.; Fridays, 7 a.m. to 5 p.m.

Provided that when carting meat to shops, supplying shipping, or attending early trains, butchers' assistants may be required to commence work at an earlier hour, but not before 6 a.m.; but the number of hours worked in one day shall not exceed those allowed in paragraphs (i) and (ii) of this subclause.

(b) For workers employed exclusively as pork butchers' assistants, smallgoods assistants, or delicatessen shop assistants: Mondays to Fridays (inclusive), from 8 a.m. to 5 p.m.

(c) For workers employed in any other shop selling fresh, frozen, or chilled meat: Mondays to Thursdays (inclusive), 7.45 a.m. to 4.30 p.m.; Fridays, 7 a.m. to 5 p.m.

(d) For smallgoods factory workers, not exceeding eight hours on any day, Mondays to Fridays inclusive; between 7.15 a.m. and 5 p.m.

(e) For motor drivers and horse drivers the hours shall be regulated by the employer, provided that:

- (i) They shall be regulated in advance;
- (ii) They shall not exceed eight hours on Mondays to Fridays inclusive.

(f) For all workers:

- (i) Except for the times allowed for meals, the daily hours of work shall be consecutive.
- (ii) Any worker required to work before 7 a.m. shall be allowed one half-hour for breakfast.
- (iii) Any worker required to work after 12 noon shall be allowed one hour for lunch.

(g) Provided that two hours' work have been performed since commencing work or since a meal interval, as the case may be, an interval of 10 minutes for all workers shall be allowed for smoko each morning and afternoon, and when working overtime at intervals of approximately two hours. When work is continued for more than half an hour after the ordinary time for ceasing work, the smoko shall be allowed at the expiration of two hours from the last smoko in ordinary time. No smoko shall be allowed upon cessation of work either in ordinary time or overtime.

Opening and Closing of Shops

3. (a) In exercise of the powers vested in the Court by the Shops and Offices Act 1955 and subject to section 5 of that Act, it is ordered that any shop in which is substantially carried on (within the meaning of section 2 (5) of the same Act) any of the undermentioned classes of business to which this award relates in that part of the

Northern Industrial District in which this award has effect shall observe the appropriate opening and closing hours set out hereunder:

	Hour of Opening (Not Earlier Than)	Hour of Closing (Not Later Than)
(i) In the case of butchers' shops mentioned in paragraph (i) of subclause (a) of clause 2 of this award:		
Mondays, Tuesdays, Wednesdays	7.15 a.m.	4.30 p.m.
Thursdays	7 a.m.	4.30 p.m.
Fridays	6 a.m.	5.30 p.m.

(ii) In the case of butchers' shops mentioned in paragraph (ii) of subclause (a) of clause 2 of this award:

Mondays, Tuesdays, Wednesdays	7.30 a.m.	5 p.m.
Thursdays	7 a.m.	5 p.m.
Fridays	6 a.m.	5.30 p.m.

Provided that workers may be employed in the delivery of meat to institutions, hotels, boarding-houses, restaurants, and shipping before these hours specified in paragraphs (i) and (ii), but this shall not permit the sale of meat over the counter.

(iii) In the case of all pork butchers, smallgoods, and delicatessen shops mentioned in subclause (b) of clause 2 of this award:

Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays	8 a.m.	5.30 p.m.
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(iv) In the case of all other shops mentioned in subclause (c) of clause 2 of this award in respect of the sale by them of fresh, frozen, or chilled meat:

Mondays, Tuesdays, Wednesdays	7.30 a.m.	5 p.m.
Thursdays	7 a.m.	5 p.m.
Fridays	6 a.m.	5.30 p.m.

(b) All the said shops shall be closed all day on Saturday in each week and from the hour of 7.30 a.m. in each of the days prescribed in this award as holidays, including days lawfully observed as holidays in lieu of any prescribed.

Overtime

4. (a) All work done on any one day, of whatever nature or kind, in excess of the hours specified, or before the time specified for commencing work or after the time specified for ceasing work, shall be deemed to be overtime and shall be paid for at time and a half rates for three hours and double time thereafter: Provided that any time worked by workers (other than assistants loading out meat from wholesale depots of freezing companies and drivers employed delivering meat from such wholesale depots to retail shops) before 6.30 a.m. on each day, Monday to Thursday, both days inclusive, or before 6 a.m. on Friday, shall be paid for at double time rates.

(b) All workers required to work overtime for more than one hour or more after the normal time for ceasing work shall be paid 5s. 9d. tea money: Provided that no payment shall be made under this subclause to a worker who finishes his day's work at or before 5.30 p.m. Workers who are required to work after 1 p.m. on Saturdays, Sundays and holidays shall be paid 5s. 9d. meal money.

(c) When a worker has been notified the previous day of intention to work overtime and such overtime is cancelled, such worker shall receive a minimum of one hour's pay at overtime rates.

(d) When a worker is called out to work on a Saturday, Sunday or on a holiday such worker shall receive a minimum of three hours' pay at the appropriate rate.

(e) After 11 hours' continuous work overtime rates shall be paid until the worker has had a break of eight hours. This provision shall apply whether the period so worked falls wholly within one day or partly within one day and partly within the succeeding day.

Wages

5. (a) In the case of butchers' assistants :	Per Week
	£ s. d.
First shopman or man in charge	17 2 6
Journeyman butcher	15 15 0
All other workers	14 17 6

(b) In the case of pork butchers' assistants, delicatessen shop assistants, smallgoods shop assistants, and assistants in other shops who handle or sell fresh, frozen, or chilled meat:

First assistant or person in charge (male)	17 2 6
Journeyman butcher	15 15 0
All other male assistants	14 17 6
Female assistant (if in charge)	13 1 6
All other female assistants:	
First half year	6 14 0
Thereafter	10 3 0

In shops where both male (other than youths) and female assistants are employed, the female assistant, if in charge, shall be paid not less than 16 8 9

(c) A "journeyman butcher" is a worker who has completed an apprenticeship in the retail meat industry, or who, at the date of coming into force of this award has completed five years' continuous service in the industry and who possesses a thorough all round knowledge of and experience in the operations and skills set out in the schedule to the New Zealand Retail Meat Industry Apprenticeship Order.

(d) In the case of workers engaged in smallgoods factories:	Per Week
	£ s. d.
First smallgoods man	17 2 6
Second smallgoods man	15 15 0
All other workers employed in smallgoods factories	14 17 6

Female workers may be employed at suitable work in smallgoods factories and in packing rooms and shall be paid a minimum wage of:

First half year	6 14 0
Thereafter	10 3 0

(e) In the case of drivers engaged in carting meat or other material in wholesale quantities only:

(i) For those driving and attending to motor vehicles with a combined weight of vehicle and maximum load not exceeding 2 tons	14 6 8
(ii) For those driving and attending to motor vehicles with a combined weight of vehicle and maximum load exceeding 2 tons but not exceeding 4 tons	14 12 6
(iii) For those driving and attending to motor vehicles with a combined weight of vehicle and maximum load exceeding 4 tons but not exceeding 5½ tons	14 16 8
(iv) For those driving and attending to motor vehicles with a combined weight of vehicle and maximum load exceeding 5½ tons but not exceeding 10 tons	15 3 4
(v) For those driving and attending to motor vehicles with a combined weight of vehicle and maximum load exceeding 10 tons	15 9 2

(f) All wages prescribed in this clause are weekly wages and are not subject to any deductions, save for time lost through sickness, accident, or default of the worker.

Casual Workers

6. (a) Male workers employed on casual work shall be paid not less than 8s. 9d. per hour.

(b) Female workers employed as pork butchers, smallgoods, or delicatessen shop assistants shall be paid not less than 7s. 1d. per hour.

(c) No casual worker (whether male or female) shall be employed or paid for less than four hours on any day.

(d) No casual worker under the age of 21 years shall be employed.

Youths

7. (a) Except in the case of boys or youths who are specifically employed in smallgoods manufacturing, boys and youths may not be employed under this clause in any of the operations set out in the schedule of the New Zealand Retail Meat Industry Apprenticeship Order.

(b) All youths shall be paid not less than the wages specified in the following scale:

	Per Week		
	£	s.	d.
Under 15½ years of age	5	5	9
From 15½ to 16 years of age	5	11	7
From 16 to 16½ years of age	6	3	3
From 16½ to 17 years of age	6	16	6
From 17 to 18 years of age	7	17	3
From 18 to 19 years of age	9	0	7
From 19 to 20 years of age	10	15	0
From 20 to 21 years of age	12	1	6

(c) The proportion of youths employed shall not exceed one youth to every two journeymen or fraction of the first two journeymen employed.

(d) No youth under the age of 18 years shall carry or lift without assistance more than 70 lbs in weight.

(e) The wages prescribed in this clause are weekly wages and are not subject to any deduction, save for time lost through sickness, accident, or default of the worker.

Termination of Employment

8. Not less than one week's notice shall be given by either party of the termination of the employment, except in the case of casual labour, but nothing in this clause shall prevent an employer from summarily dismissing a worker for serious misconduct. The period of notice in either case shall be exclusive of the whole or any part of the annual holiday required to be given in pursuance of this award.

Payment of Wages

9. (a) All wages shall be paid not later than Thursday of each week, and shall be paid up to and including the day of payment: Provided that in the case of all workers employed in or about the Quay Street premises of R. and W. Hellaby Ltd., or in or about the Wakefield Street premises of the Auckland Meat Co. Ltd., the wages shall be paid up to and including the day preceding the day of payment. When a holiday falls on a Friday, the wages shall be paid not later than the Wednesday preceding the holiday.

(b) All workers shall be supplied in writing with details of the manner in which their wages have been calculated. Such details shall comprise the total number of hours worked, the gross earnings, tax, and other deductions, and net earnings. Details of allowances not subject to tax shall be supplied to the worker.

(c) Any error or omission in the pay sheet shall be adjusted within two working days.

Holidays

10. (a) The following shall be observed as holidays: New Year's Day, 2 January, Anniversary Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, Christmas Day, Boxing Day, and Anzac Day. Notwithstanding anything in the foregoing, it shall be competent for the industrial unions of employers and of workers parties to this award to agree that in any year in which New Year's Day falls on a Tuesday, 31 December and 1 January may be observed in lieu of New Year's Day and the day following.

(b) All time worked on any Sunday or any of the holidays mentioned in subclause (a) of this clause shall be paid for at the rate of double time, and such payment shall be in addition to the weekly wage.

(c) In the event of a holiday, other than Anzac Day or Easter Saturday, falling on a Saturday or on a Sunday, such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

Annual Holidays

11. (a) An annual holiday of two weeks on full pay shall be granted to each worker upon completion of each year of service in accordance with the provisions of the Annual Holidays Act 1944, such annual holiday to be in addition to the holidays (exclusive of Easter Saturday and Anzac Day where these days fall on a Saturday or on a Sunday) provided for in subclause (a) of clause 10 hereof: Provided, however, that upon completion of 10 years' continuous service with the same employer a worker shall be granted in respect of the tenth and each further year of service with that employer an annual holiday of three weeks instead of two weeks. The additional week's holiday may be taken separately at a time to be mutually agreed upon between the employer and the worker concerned.

(b) A worker not completing a year of service with an employer shall be granted payment in accordance with the provisions of the Annual Holidays Act 1944.

Equipment

12. (a) All workers employed in the work of retail butchers' and pork butchers' shops, including roundsmen, shall be supplied with white coats, white aprons, and blue waist aprons, and with knives, steels, stones, pouches, and all tools and other requisites for use in butchers' and pork butchers' shops or on a delivery round. The coats and aprons shall be laundered by or at the expense of the employer.

Carrying covers shall be available for workers required to load or unload meat.

(b) All females employed under this award shall be supplied with at least two clean smocks each week.

(c) Workers employed in smallgoods factories or in the wholesale department of butchers' shops or in the pickling departments of factories shall be supplied with clean aprons, overalls, and where necessary for their work, with leggings and boots suitable to the conditions under which they work and also with tools and other requisites for use in their work.

(d) All chamber hands shall be provided with clean overalls and with warm jerseys, gloves, balaclavas, and boots suitable for use in chambers.

(e) All motor drivers, horse drivers, and drivers' assistants employed in loading unloading, or handling meat shall be supplied with overalls and carrying covers and, in wet weather, a waterproof coat. The overalls and covers shall be laundered once weekly by or at the expense of the employer.

(f) In lieu of providing coats and aprons, knives, steels, stones, pouches, and the laundering of coats and aprons, as prescribed by subclause (a) of this clause, an employer may pay to workers weekly a sum of not less than 17s.

Every worker receiving such weekly payment shall provide for himself and maintain such of the tools and equipment (including coats and aprons) as may be necessary for him in his work: Provided that no worker shall be required to provide and maintain equipment (including replacements and laundering) that in value for the provisions and maintenance is beyond the weekly payment received by him.

(g) In lieu of the laundering of smocks, aprons, and overalls prescribed under subclauses (b), (c), (d), and (e) of this clause, an employer may pay the workers a weekly sum of not less than 8s.

(h) In lieu of supplying boots as prescribed by subclauses (c) and (d) of this clause, an employer may pay workers weekly a sum of not less than 3s. 6d.

General Conditions

13. (a) In the case of weekly employment, where a worker is employed for more than half his time in any one week on any class of work, he shall be paid the rate of wages laid down for that class.

(b) At each stable and motor garage there shall be kept a time book in which there shall be entered day by day the time that each motor driver and horse driver employed in connection with such stable or garage commences and the time at which he ceases work. Every such entry shall be signed by the worker whose time is recorded.

(c) Where workers are required to stand and work in wet places, wooden grating shall be provided for the workers to stand upon.

(d) When an employer is substantially performing the work of a shopman in his own shop he may classify himself as first shopman.

(e) First aid appliances for use in case of accident shall be provided at each shop or factory.

(f) Chamber hands who are in a heated condition through working outside shall be allowed spells of a reasonable time to enable them to cool before entering the freezing chambers.

(g) No female shall be employed as a butcher's assistant, or in doing in or about a butcher's shop or the butcher's department of a combined butcher's and pork butcher's shop or in any other shop work usually done by a butcher's assistant, or in handling, other than in the form of smallgoods, any fresh, frozen, or chilled beef, veal, mutton, lamb, or uncooked pork, except small parcels of meat which have been prepackaged in sealed bags for the retail trade.

Notwithstanding the foregoing provisions of this subclause and provided male workers are not available for the work, female workers may be employed in any shop in packaging small parcels of meat in sealed bags for the retail trade, subject to the condition that while any female worker is so employed she shall be paid at a rate of wages not less than the minimum rate prescribed by this award for adult male workers.

(h) Lockers, dining accommodation, and washing facilities shall be in accordance with the provisions of the Shops and Offices Act and/or the Factories Act. Facilities for heating water shall be provided.

(i) A copy of this award shall be at all times affixed in some conspicuous place in the shop or factory and in such a position as to be easily accessible to the workers employed therein.

(j) Employers shall on written request, at intervals of not more often than three months, supply to the secretary of the union the names and addresses of all workers employed by them under this award.

(k) An additional payment of 7d. per hour shall be paid to workers employed for a continuous period of two hours or more in any day in freezing chambers with a temperature below 32 degrees Fahrenheit.

(l) Females shall not be permitted to fill sausage filling machines or to lift weights in excess of 20 lb.

(m) Smallgoods factory workers shall be allowed five minutes before knocking-off time to wash and change clothes at the time of ceasing work, without deduction from pay.

(n) Except in special circumstances or as arranged with the union, workers shall not be required to work overtime when special or general meetings of the union are to be held.

Right of Entry

14. The union representative shall be allowed to visit the premises of any employer to deal with any matter arising out of this award, but not so as to interfere unreasonably with the employer's business.

Settlement of Disputes

15. Any dispute in connection with any matter not specifically provided for in this award shall be settled between the particular employer concerned and the president or secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner for the district, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner may appeal to the Court upon giving written notice of such appeal to the other party within 14 days after such decision shall have been communicated to the party desiring to appeal.

Unqualified Preference

16. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award shall, if he is not already a member of a union of workers bound by this award, become a member of such union within 14 days after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this award so long as he continues in any position or employment subject to this award.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with subclause (b) hereof commits a breach of this award.

(d) Every employer bound by this award commits a breach of this award if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this award.

(NOTE—Attention is drawn to section 174H of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

Under-rate Workers

17. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such inspector or other person shall determine, and after the expiration of such period shall continue in force until 14 days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Application of Award

18. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within that part of the industrial district to which this award relates.

Scope of Award

19. This award shall operate throughout that part of the Northern Industrial District lying within a radius of 21 miles from the chief post office in the city of Auckland.

Exemption

20. Nothing in this award shall apply to departmental stores for and so long as the operations of such businesses in respect of meat are limited solely to the handling and sale of prepackaged meat.

Term of Award

21. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the first day of the pay period in each establishment commencing on or after the 18th day of May 1965, and so far as all other provisions of the award are concerned, it shall come into force on the day of the date hereof; and this award shall continue in force until the 18th day of November 1966.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 30th day of June 1965.

[L.S.]

A. P. BLAIR, Judge.

MEMORANDUM

The award, including the operative date of provisions relating to wages, incorporates the terms of settlement arrived at by the parties in the course of an inquiry held before a Council of Conciliation.

Upon being satisfied by supporting documentary evidence that an unqualified preference provision has been agreed to by all the assessors in accordance with section 174B of the Industrial Conciliation and Arbitration Act 1954 (as enacted by the Industrial Conciliation and Arbitration Amendment Act 1961), the Court has inserted clause 16 in the award in the form in which it was agreed upon in the Council of Conciliation.

A. P. BLAIR, Judge.
